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1 October 1986

MEMORANDUM FOR THE RECORD

SUBJECT: SSCI Personnel Review Committee Team Member Meeting
with [redacted] Deputy Director of [redacted]
Office of Scientific and Weapons Research [redacted]25X1
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1. Ms. Natalie Bocock, Senate Select Committee on Intelligence (SSCI) staffer on the SSCI personnel review team, was briefed by [redacted] Deputy Director of Scientific and Weapons Research (OSWR), on 1 October 1986 from 1130 until 1200 in 5F46. Also attending the meeting were [redacted] [redacted] Deputy Director for Personnel for Policy, Analysis and Evaluation; [redacted] Chief, DI Management, Planning and Services Staff, and [redacted] OCA/Senate Affairs.

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2. [redacted] noted that competition is fairly rigorous for the scientists and engineers required for work in OSWR. OSWR has had good success with the COOP program, hiring over 50 per cent of the COOPs assigned there. However, there have been some security problems and some salary requirements have been waived by giving step increases because we cannot match private industry salaries. He noted the most critical area is electrical engineers. [redacted]

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3. There is a retention problem because these officers with two/three years of government experience and the appropriate clearances are being offered positions with 20-40 per cent salary increases by local private firms that have government contracts. These salary increases cannot be matched with the regular promotion system. [redacted]

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4. Since we are not competitive with private industry in the GS 11-13 level, we have been unable to hire many with industry experience. A large percentage are new employees with only bachelor degrees. OSWR is trying to make external training available as an incentive. However, he noted that a budget increase for training is needed. When an investment in these critical areas is made, normally the individuals do return to the Agency (3-1 ratio). [redacted]

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5. In discussing rotational assignments, [redacted] noted that OSWR wants people who know the latest technology and who have a knowledge of what is going on in industry and, unless they keep current by professional reading or dealing with contractors, they can become stale. He noted that CIA has retained a contract [redacted] which will loan very highly qualified scientists in disciplines where we have a critical need for two years. [redacted]

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6. [redacted] said that OSWR requirements can be projected for five, and in some cases ten, years by looking at the trends in military developments and determining what issues will be around. Officers with well-rounded backgrounds will be able to fill the future needs because they can be used in several areas. This is especially true of electrical engineers. [redacted]

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7. [redacted] said that an OSWR career management group is being formed to provide guidance in training, which includes full-time academic training, some good mid-level (GS-13-14) military courses and computer applications training. [redacted]

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8. [redacted] said that the DDCI encourages rotations to the policy community. Those who have been on rotation have returned with a better understanding of what is needed by the policy makers. OSWR tries to bring rotationals back into a higher graded position. [redacted]

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9. In response to Ms. Bocock, [redacted] said that last year there were about 40/50 line division officers involved in recruiting. However, because of the long delays involved in processing applicants, these officers are not recruiting this year. The competition for university graduates is so intense that unless you can promise employment soon after graduation, they will go elsewhere. Also the uncertainty in obtaining a security clearance causes some concern. The cooptees are also reluctant to commit themselves and are checking what is available at the campus. [redacted]

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[redacted]
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